

# Union Proposals

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## Most Recent Contract Settlement Offer and Cost Summary

*for Public Posting from the*

**Waukegan Psychologists Council, Lake County Federation of Teachers, Local 504, IFT-AFT/AFL-CIO**

### Summary:

The Waukegan Psychologists Council understands the financial hardship public schools face in the state of Illinois. That is why we agreed in the past to a salary freeze and ongoing concessions, which allowed the District to turn around a more than \$2.8 million District deficit into a \$37 million surplus in four years. We made these sacrifices because we want to give our students everything they need to succeed. We have initiated the public posting process because we want the community to understand the urgency of settling this contract, which is over a year past expiration (our contract expired almost 15 months ago, on June 30, 2013), and to ask the Board of Education to make a concerted effort toward settling a fair contract in an expeditious manner. Though we believe the administrative bargaining team has negotiated with the Union in good faith, our patience has run thin, as 15 months without a contract is unacceptable. Our ultimate hope is to settle a longer term agreement that will provide stability for our school community, as over the last four years, we have bargained each and every year, creating instability, uncertainty and unnecessary anxiety; it is our belief that given the aforementioned improvement in the District's finances, it is now time to settle a multi-year agreement that provides both the School Psychologists and the District a certain degree of stability.

Over the last several years, the Board has, time and time again, voted to add administrative positions and spend more money at the Lincoln Center central office on administrative staff and administrative resources, which we believe has been funded by our concessions—and sizable increases in state aid. In fact, the District will receive 7.66% more in General State Aid funding this year than it did last year (this follows a 10.7% increase the year before).

And now, the Board of Education, in its most recent formal proposal, is demanding that School Psychologists give up Board-paid single health insurance coverage, by proposing to force School Psychologists to contribute a substantial amount towards single insurance, which would effectively decrease any salary schedule increases; in effect, the Board of Education is offering money over here (salary), only to take it back over there (single insurance contributions). Contrary to the belief of some, Waukegan School Psychologists do, in fact, contribute to their single insurance with co-payment amounts for doctor visits and prescription medications as high as \$100, annual in-network deductibles as high as \$2,000 per year (\$4,000 out-of-network), and annual out-of-pocket expense limits (the most an employee would pay in a single year, with few exceptions) as high as \$4,000 for in-network single coverage (\$8,000 out-of-network). We believe that healthy employees are productive employees, and single health care coverage is a necessary and important benefit. We contend that the Board should recognize the countless sacrifices of its School Psychologists, who go above and beyond each and every day for the students they serve.

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Furthermore, many people do not realize that for a School Psychologist to work in the State of Illinois, a minimum of 7 years of education after high school is required: 4 undergraduate years, and 3 additional graduate years. The costs associated with such schooling are steep, with undergraduate tuition and fees at most state schools amounting to approximately \$60,000 over 4 years, and graduate tuition and fees amounting to another approximate \$60,000 - \$70,000 over 3 years; these amounts, totaling \$120,000 - \$130,000 over 7 years, do not include room and board, living expenses or other incidental costs.

It's an unfortunate trend in recent years that we find ourselves starting the school year without a contract, which is a key factor in why we keep losing dedicated Psychologists to other districts; in fact, at the time of this writing, there are still School Psychologist positions that have yet to be filled in the District! Our comparably low pay, combined with a significantly longer work year (10% longer) when viewed against other area School Psychologists, also contributes to this increasing pattern of high turnover among employees in our bargaining unit. In order for the District to attract and retain quality, dedicated School Psychologists—school employees who support the entire school community—we must have a contract settled in a timely fashion that offers competitive pay increases and provides health care coverage for employees. If the Board of Education does not ensure that this happens, we will continue to have a revolving-door, which is not beneficial to our students or our community.

The Waukegan Psychologists Council is comprised of approximately 25 dedicated School Psychologists who have the best interest of their students and this community at heart. We are proud of the work we do on a daily basis to ensure our students' success. Our goal is to bargain a contract that rewards the hard work and dedication of our School Psychologists that is also fair to all stakeholders.

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### IV.A Evaluation, Consulting Psychologist and Remediation (New Language)

8. The complete Psychologist Evaluation Plan is attached as Appendix D, which was comprehensively modified and agreed to between the parties through bargaining during 2012 and 2013.

## PACKAGE PROPOSAL #1

### V.B. School Term Work Year

The Psychologist work year shall be 200 days and shall typically begin five days before the Teachers report to work and end five three (3) days after the last student attendance day and no more than four (4) institute days.

However, the Union recognizes that the teacher work year and the student school year may change; therefore, the Board and Union will annually meet to determine the number of days Psychologists will work prior to the teachers' start date, and to determine the number of days Psychologists will work after the last student attendance day. This annual meeting will occur no later than February 15 of the at a reasonable time but no later than the end of the school year immediately prior to the school year for which the calendar has been set, and in no case will Psychologists' work year be longer than 200 days.

AND

Appendices A, B & C

*Summary: The following 3-year salary proposal entails...*

- Y1** Step, plus 3.25%, for folks stepping into cells B-T. Slight rounding differences may exist with the actual cell amounts.
- Y2** Step, plus 3.25%, for folks stepping into cells B-T. Slight rounding differences may exist with the actual cell amounts.
- Y3** Step, plus 3.25%, for folks stepping into cells B-T. Slight rounding differences may exist with the actual cell amounts.

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## V.H Workspace

~~It will be the goal to provide e~~ Each Psychologist **will be provided** with a designated, confidential workspace that includes a phone, door with a window, a computer with internet access, and ventilation in each of the buildings where he or she works ~~and an office at Lincoln Center that includes a lockable file cabinet.~~ However, space is limited within the school system and psychologists may have to share their work space with other staff. Management will make every effort to ensure that work spaces do not have unnecessary noise or other distractions. Additionally, the site Administration will ensure that a quiet, confidential space is available for student testing. **Lincoln Center will have a psychology conference room and shared work space available for use of all psychologists.**

## VIII.A Insurance

### 3. Health and Hospital Insurance

- a. The Board agrees to pay the single premium for health; hospitalization and major medical for all regularly employed Psychologists. The Board agrees to pay ~~one thousand dollars (\$1,000)~~ **three thousand dollars (\$3,000)** toward family coverage for those regularly employed Psychologists enrolled in the Board's group plan **or as a separate cash stipend for privately obtained health insurance coverage.** Employees with ten (10) or more years of service in the Waukegan Public Schools and who retire, may at their own option and upon payment of the appropriate premium, continue to be covered under the Group Hospitalization and Medical Insurance Plan until such time as they become eligible for Medicare.

## VIII.D Tuition Reimbursement for Tenured Psychologists

Psychologists shall be reimbursed at the rate of ~~one thousand dollars (\$1,000)~~ **eighteen hundred dollars (\$1,800)** each year tuition for the successful completion of Psychology or other courses related to one's assigned duties from an accredited university or institution. If the tuition is less than ~~one thousand dollars~~ **eighteen hundred dollars** the District will pay the complete cost of the class. The Psychologist must submit the course to the Executive Director for Human Resources for pre-approval.

## Article VIII.E Tuition Reimbursement for Non-Tenured Psychologists

The Board shall pay up to ~~one thousand five hundred (\$1,500)~~ **eighteen hundred dollars (\$1,800)** each year tuition for the successful completion of Psychology courses or other courses related to one's assigned duties from an accredited university or institution. If the tuition is less than ~~one thousand five hundred dollars~~ **eighteen hundred dollars** the District will pay the complete cost of the class. The Psychologist must submit the course to the Executive Director for Human Resources for pre-approval. Psychologists that receive tuition reimbursement must remain in the District for an additional two (2) years after receipt of funds or repay the District the total amount granted.

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### X.G. Duration

This Agreement shall be in effect as of July 1, 2010 2013, and shall remain in effect until June 30, 2013 2016. For the 2011-2012 and 2012-2013 school years, all provisions remain in effect except for a salary re-opener in 2011-2012, for which 2011-2012 salaries will be negotiated in the Spring, 2011, and except for a salary re-opener in 2012-2013, for which 2012-2013 salaries will be negotiated in the Spring, 2012.

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### Financial Proposal:

**2013-14:** 6.75% new money for salary schedule

**2014-15:** 6.75% new money for salary schedule

**2015-16:** 6.75% new money for salary schedule

### Cost Summary:

#### *Salary Schedule Financial Proposal-Dollar Cost*

Year	Cost Increase
2013-14	\$90,857
2014-15	\$96,991
2015-16	\$103,542

### *Insurance Proposal*

Regarding dependent coverage and for calendar year 2014, employees currently pay between \$3,153.35 and \$10,026.72 per year for dependent coverage, depending on the level (PPO, HMO, BlueAdv or HDP) and type (spouse, child or full family) of coverage selected. Part of this employee cost is a District-provided benefit of \$1,000 per year to defray the total premium cost, which is factored into the aforementioned employee costs, along with other agreed cost-sharing structures. The Union is asking to raise this \$1,000 District-provided benefit to \$3,000 per year. That said, a very small number of individuals in the bargaining unit take District-provided dependent coverage because of the high employee cost, so the total cost to the District regarding this proposal would most likely be negligible.

Regarding single coverage, the Union is proposing that the District maintain 100% coverage of single health care premiums, keeping in mind that most of the plans offered have co-pay amounts (as high as \$100), deductibles (as high as \$4,000), and out of pocket expense limits (as high as \$8,000).

### *Other Costs*

There are other nominal costs associated with some language items that are part of standard operations, which include yearly variance, and thus cannot be estimated.